NSTALLATION MANAGEMENT AGENC

LEADERS OF CHANGE

STANDARD GARRISON ORGANIZATION
7 April 2005

Mr. Mario Owens
Chief, Safety

Our Mission ***- provide equitable, effective and efficient management of Army installations worldwide to support mission readiness and execution, enable the Well-being of Soldiers, civilians and family members, improve the Army's aging infrastructure and preserve our environment.***

Leading Change for Installation Excellence

PURPOSE

PROVIDE AN UPDATE ON

THE STANDARD GARRISON

ORGANIZATION (SGO)

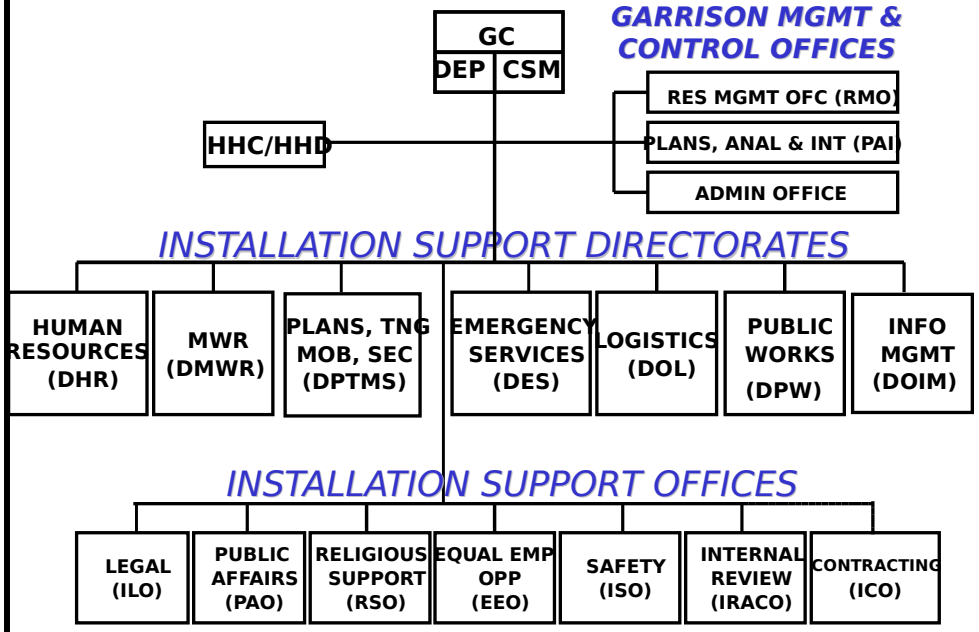
TRANSITION TO STANDARD GARRISON ORGANIZATION (SGO)

GARRISON TEMPLATE # 1

OBJECTIVE: **PROVIDE INITIAL ASSESSMENT ON TRANSITIONING TO SGO (via PMRs)**

METRIC: ***GREEN – TRANSITION TO STANDARD BY END OF FY05***
AMBER – TRANSITION TO STANDARD IN FY06
RED – EXCEPTION REQUESTED

Ft. XYZ SGO



ACCOMPLISHMENTS TO DATE:

NEXT STEPS:

TRANSITION TO STANDARD GARRISON ORGANIZATION (SGO)

GARRISON TEMPLATE # 2

OBJECTIVE: **PROVIDE CURRENT STATUS ON TRANSITIONING TO SGO**

DIVISION/ISO/HHC METRICS:

GREEN – ON SCHEDULE

AMBER – MINOR ISSUES

RED – MAJOR ISSUES CAUSING DELAY

DIRECTORATE/GMO METRICS:

GREEN – GREEN IN ALL DIVISIONS

AMBER – AMBER IN ANY DIVISION

RED – RED IN ANY DIVISION

OVERALL GARRISON STATUS:

GREEN – NO RED; ≥ 90% GREEN

AMBER – ≤ 10% RED (A+G ≥ 90%)

RED – > 10% RED

OVERALL GARRISON STATUS: ***GREEN*** / ***AMBER*** / ***RED***

SEE NEXT SLIDE FOR COLOR CODED STATUS

ISSUES/EXCEPTIONS (EXPLANATION FOR AMBER AND RED):

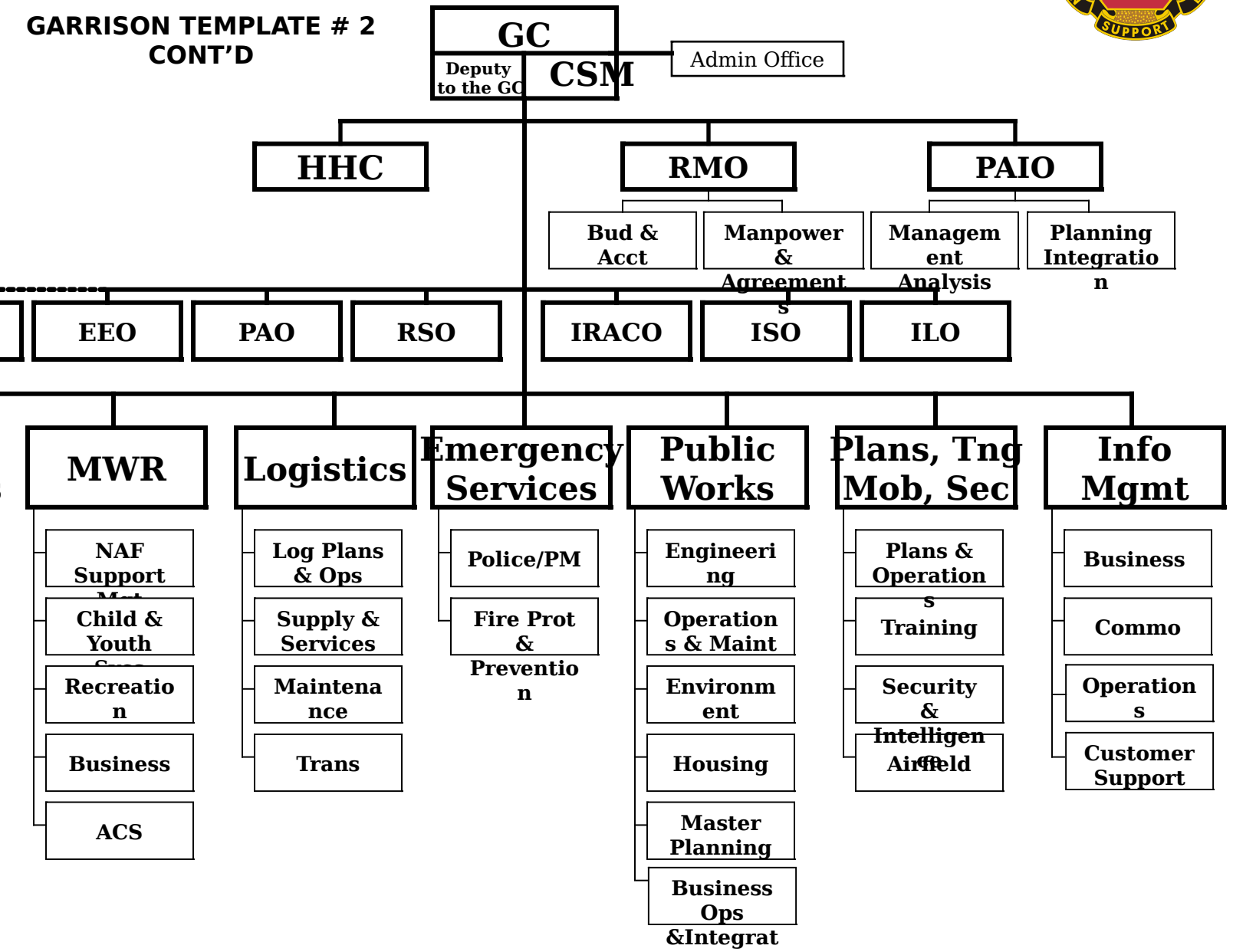
ACCOMPLISHMENTS TO DATE:

NEXT STEPS:

**** NOTE: REFER TO THE NEXT SLIDE FOR SGO CHART***

STANDARD GARRISON ORGANIZATION
CURRENT TRANSITION STATUS

GARRISON TEMPLATE # 2
CONT'D



TRANSITION TO STANDARD GARRISON ORGANIZATION (SGO)

REGION TEMPLATE

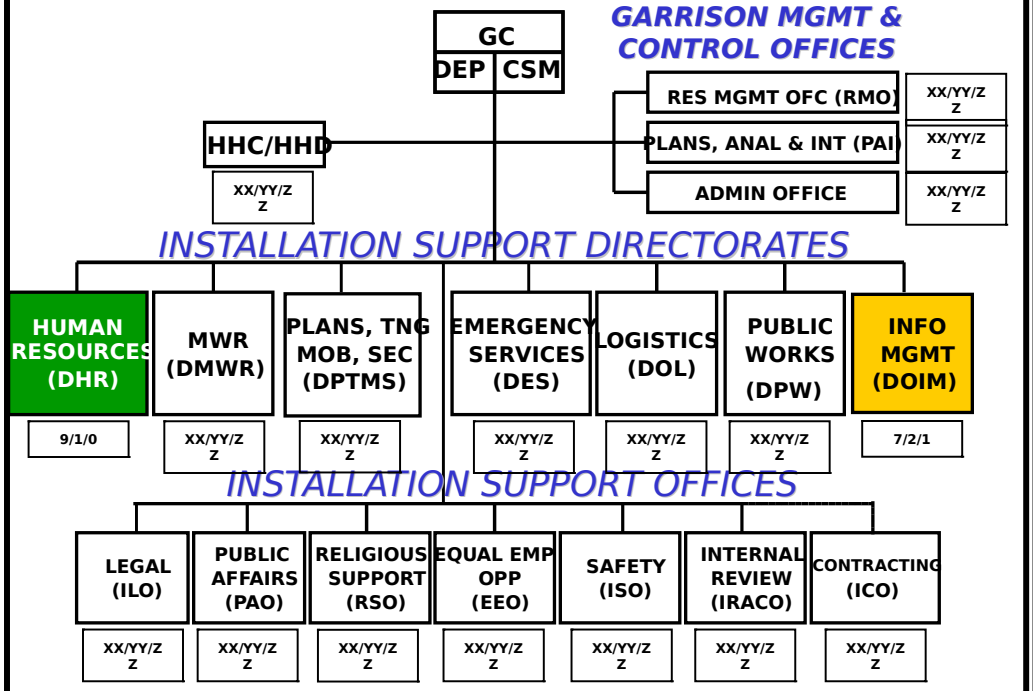
OBJECTIVE: **PROVIDE CURRENT REGION STATUS ON TRANSITIONING TO SGO**

METRIC:
GREEN – ON SCHEDULE
AMBER – MINOR ISSUES
RED – MAJOR ISSUES CAUSING DELAY

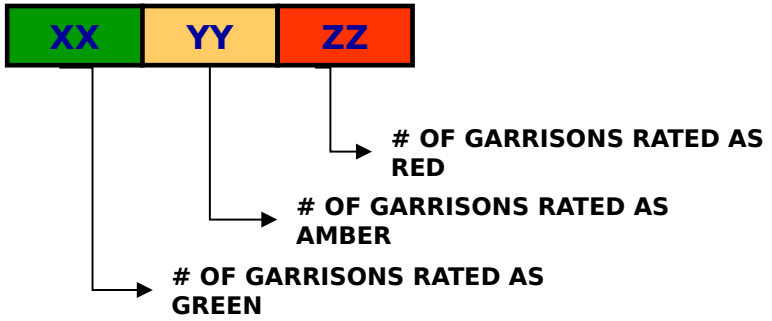
DIRECTORATE/HHC/GMO/ISO STATUS:
GREEN – NO RED; ≥ 90% GREEN
AMBER – ≤ 10% RED (A+G ≥ 90%)
RED – > 10% RED

XX/YY/Z Z

STANDARD GARRISON ORGANIZATION (SGO)



REGION STATUS:



ACCOMPLISHMENTS TO DATE:

NEXT STEPS:

TRANSITION TO STANDARD GARRISON ORGANIZATION (SGO)

HQ TEMPLATE

OBJECTIVE: **PROVIDE OVERALL AGENCY ASSESSMENT ON TRANSITIONING TO SGO**

METRIC: ***GREEN – ON SCHEDULE***
AMBER – MINOR ISSUES
RED – MAJOR ISSUES CAUSING DELAY

STANDARD GARRISON ORGANIZATION (SGO)

IMA	XX	YY	ZZ
NERO	XX	YY	ZZ
SERO	XX	YY	ZZ
NWRO	XX	YY	ZZ
SWRO	XX	YY	ZZ
KORO	XX	YY	ZZ
EURO	XX	YY	ZZ
PARO	XX	YY	ZZ

ACCOMPLISHMENTS TO DATE:

NEXT STEPS:

IMA GARRISON SAFETY STRUCTURE MODEL *DRAFT*

Organization	Current Required (Most recent FY 06 TDAs)	Current Authorized (Most recent FY 06 TDAs)	On-Hand (Faces)	Proposed Requirements	Additional Requirements + / -
Headquarters IMA	**3**	**3**	**2**	**4**	**+ 1**
Regions (7)	**21**	**17**	**19**	**21**	
Garrisons (77)	**294**	**244**	**?**	**286 ***	**- 8**
Totals	**319**	**264**	**?**	**312**	**+ 48**

* Note: Based on 77 IMA Garrison Staff

- 53 Normal Garrisons @ 4.5 Each = ~~238.5~~ 286.5
- 24 Small Garrisons @ 2 Each = ~~48~~

IMA SAFETY DESIGNATION OF BASE SIZE CRITERIA *DRAFT*

- **Installation has significant radiation, explosives, ammunition, range and training land programs; i.e., supports live fire training activities.**

- **Installation has significant aviation, industrial, hazardous materials, and transportation related activities.**

- **Installation has a significant Power Projection mission; i.e., listed as an Army Power Projection Platform.**

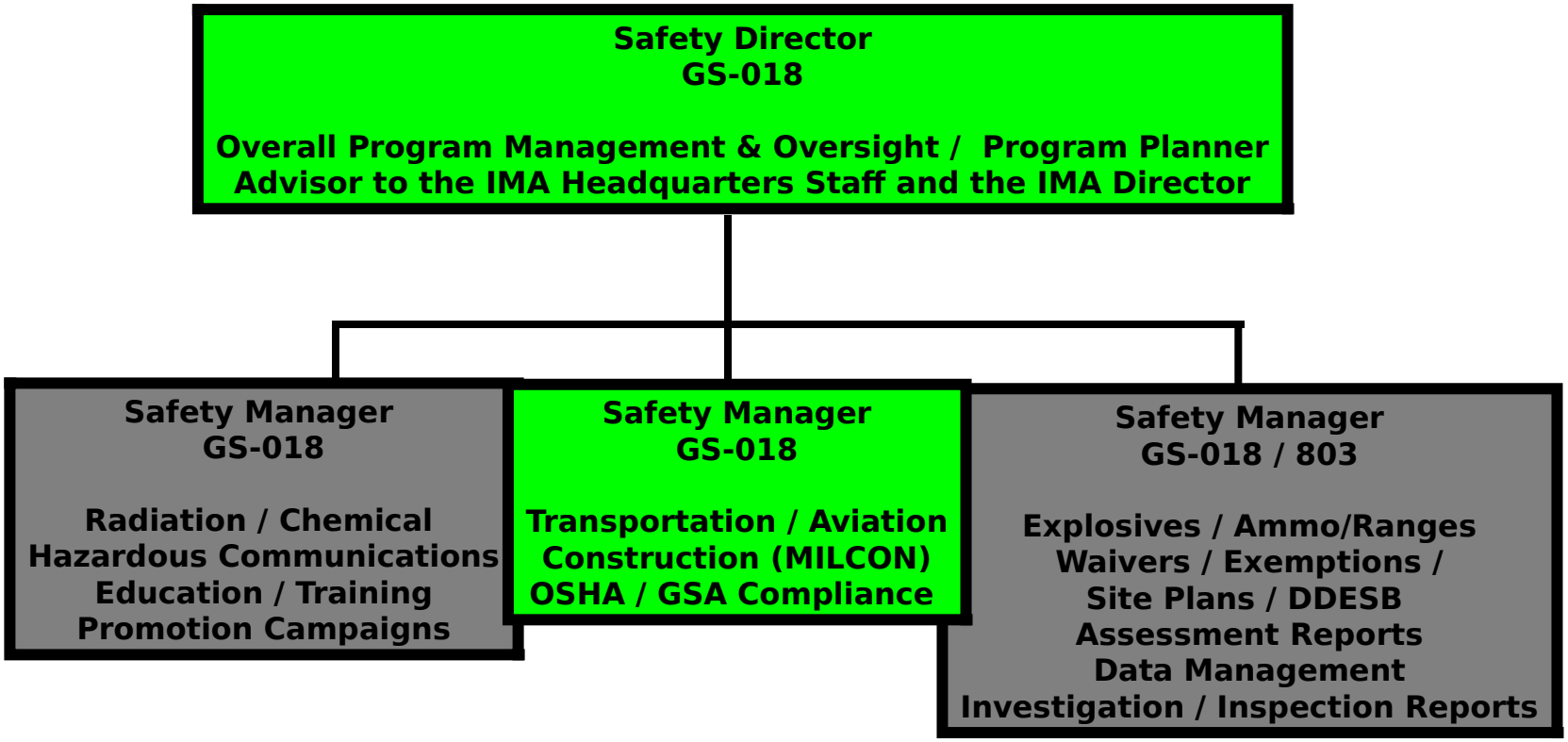
- **Small – Installation meets one of the base criteria.**

- **Normal – Installation meets two of the base criteria.**

- **Large – Installation meets all three or more of the base criteria identified above.**

IMA HEADQUARTERS STRUCTURE MODEL

DRAFT

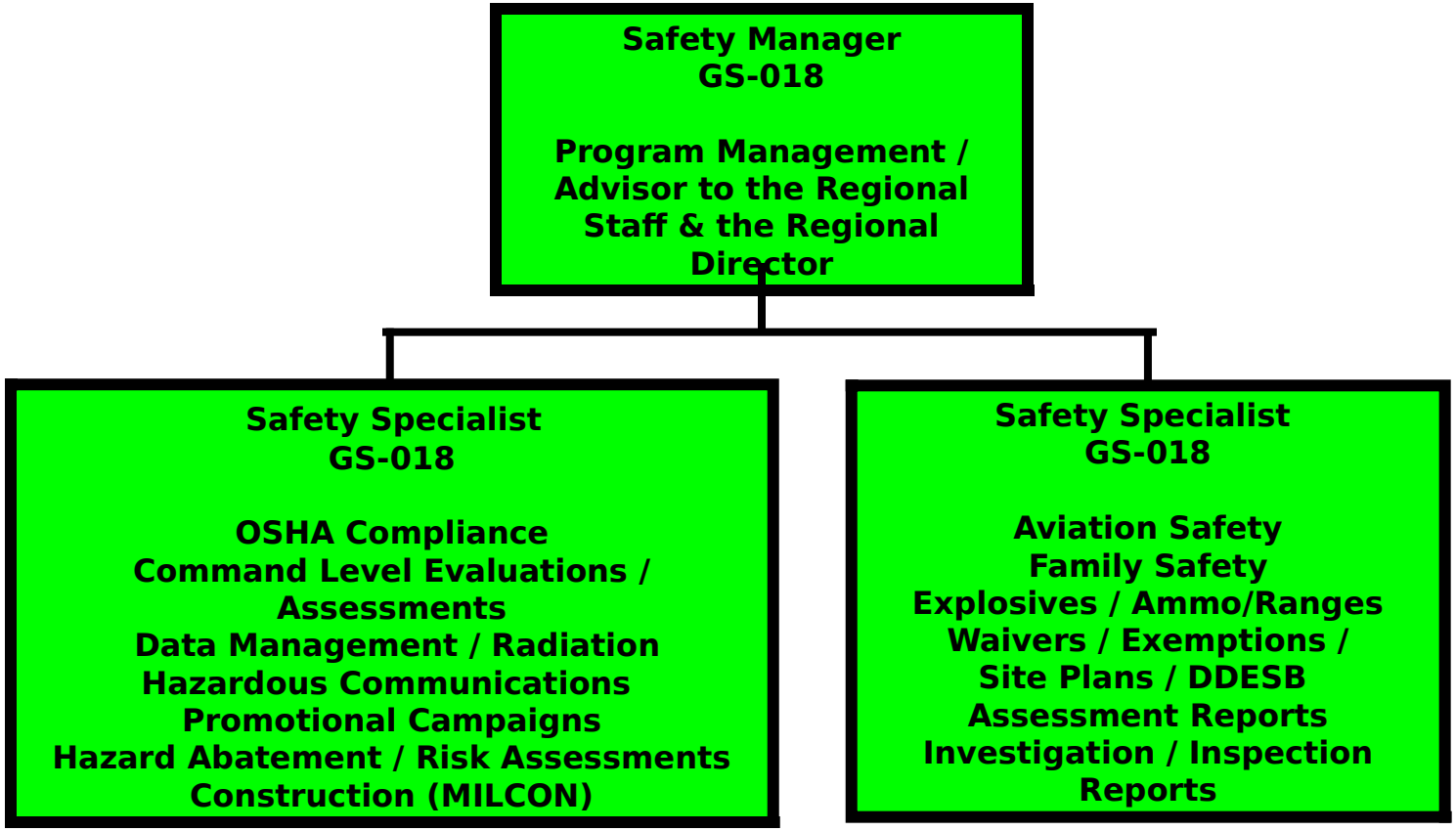


OSHA – Occupational Safety and Health Act

GSA – General Services Administration

DDESB – Department of Defense Explosives Safety Board

IMA REGION SAFETY STRUCTURE MODEL
DRAFT



IMA GARRISON SAFETY STRUCTURE MODEL *DRAFT*

IMA Normal Installations (53)

Safety Manager
GS-018

Program Management /
Advisor to the Garrison Staff and
Garrison Commander

Safety Specialist
GS-018

OSHA Compliance
Radiation Safety
Facility / Infrastructure
Inspections
Accident Investigation &
Reporting
Hazard Communications
Risk Management
Hazard Abatement
Data Manager

Safety Specialist
GS-018

Aviation Safety (As Appropriate)
Education & Training
Privately Owned Vehicle Driver's Trainir
Promotional Campaigns
Contract Safety

Safety Specialist
GS-018

Family Safety
Explosives / Ammo / Ranges
MWR Range Safety
Waivers / Exemptions /
Site Plans / DDESB
Assessment Reports

IMA GARRISON SAFETY STRUCTURE MODEL *DRAFT*

IMA Small Installations (24)

Safety Manager
GS-018

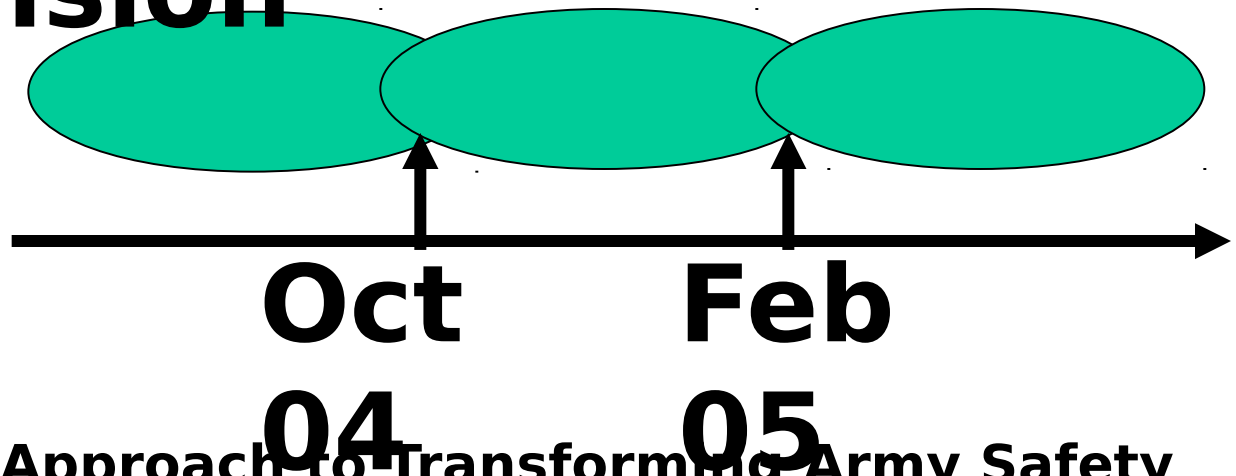
Advisor to the Garrison Staff and Garrison Commander
. . ogram Manager / OSHA Compliance / Radiation Safety / Facility / Infrastructure Inspections / Accident Investigation & Reporting / Hazard Communications /
Risk Management / Hazard Abatement Data Manager

Safety Specialist
GS-018

Aviation Safety (As Appropriate) / Education & Training / Privately Owned Vehicle Driver's Training / Promotional Campaigns /
Contract Safety / Family Safety / Explosives / Ammo/Ranges / MWR Range Safety
Waivers / Exemptions / Site Plans / DDESB Assessment Reports

Transforming Army Safety Organizational Structure

SCP Driven Initiative & Decision



Phased Approach to Transforming Army Safety Organizational Structure

Guidance: Mission-Garrison

REQUIREMENT **– Establish safety organizations**

and relationships to ensure garrison-mission

split does not degrade safety capability at

garrisons or mission activities.

TRANSITION TO STANDARD GARRISON ORGANIZATION (SGO)

Guidance: Mission-Garrison

RECOMMENDATIONS:

- **Ensure effective integration of garrison and mission safety programs, to include organizational and human resource considerations.**

- ***Installation Commander Will:***
  - **Set Safety Priorities.**
  - **Appoint Senior Safety Director (either garrison or mission) to:**
    - **Manage and direct the *integrated* safety program.**
    - **Ensure that the TDA/TOE and funding are tracked separately.**
    - **Rate or senior rate all safety personnel, as personnel.**

- **Senior Safety Director will be rated by his/her supervisor**

TRANSITION TO STANDARD GARRISON ORGANIZATION (SGO)

Guidance: Mission-Garrison

RECOMMENDATIONS (cont'd):

- ***Installation Commander Will:***
  - **Ensure that the integrated safety office reports directly and is part of their Special Staff.**
  - **Ensure that the *integrated* safety program and organization is adequately resourced and resources equitably distributed.**
  - **Ensure that all justified safety requirements are addressed and given priority when budgets are submitted to MACOM/IMA.**
  - **Model does not apply to MACOM Headquarters and IMA Regions.**
  - **Exemptions – Requests for exemptions will be forwarded to the OASA (I&E), Deputy Assistant Secretary of the Army for Environment, Safety and Occupational Health for consideration and approval.**

TRANSITION TO STANDARD GARRISON ORGANIZATION (SGO)

Guidance: Mission-Garrison

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Questions